

EXEMPTION FROM PERFORMANCE RATING ACT

# EXEMPTION OF CIA FROM PERFORMANCE RATING ACT OF 1950

The Performance Rating Act of 1950 (64 Stat. 1098) abolished the former uniform efficiency rating system and established a program for the development of performance rating plans to meet the particular needs of the various departments and agencies within the framework of the Act and of regulations issued by the U. S. Civil Service Commission pursuant thereto.

The Act provides for the evaluation of performance and the recognition of merits of employees as a means of improving the effectiveness of employee performance, strengthening supervisor-employee relationships, and of recognizing outstanding contributions by employees. While there is no problem with respect to the intent and spirit of the Act, certain procedural features are prejudicial to the accomplishment of the mission of the Central Intelligence Agency. In the main, the points of difficulty involve requirements relating to external review and inspection which are incompatible with the Agency's practices and policies governing security of information and protection of intelligence sources and methods.

Discussions with representatives of the U. S. Civil Service Commission have indicated that administrative solutions to these problems are not feasible since they would hamper the Commission's discharge of its responsibilities as stated in the Act. Therefore, the Agency has developed, and is presently using on an experimental basis, a plan for the evaluation of personnel which satisfies the particular requirements of this organization and is consistent with the main objectives of the Performance Rating Act. The cost of administering this plan has not exceeded the probable cost of administering a performance rating plan in conformance with the procedural requirements of the Act. On this basis, it is requested that appropriate legislation be approved which will exempt the CIA from the Performance Rating Act.